



RECONCILIATION
ACTION PLAN

Q3 RAP Leadership Gathering: Learning Summary

We've tried to keep this summary short and sweet. We hope that through these leadership gatherings we can continue to move towards braver and more impactful action.

Important dates and reminders

- The **RAP Impact Measurement Questionnaire** is **officially closed**. Thank-you to all who participated
- The **Q4 RAP Leadership Gathering** is scheduled for Thursday, 30 November at 1:00pm AEDT. Please register [here](#)
- The RAP development process has changed, including the introduction of a **RAP development fee**. To learn more about these changes, please [register](#) for one of our weekly **information webinars**
- **The Australian Reconciliation Convention** will now be delivered exclusively online through the award-winning and immersive event platform, EventCast. To receive a 10% discount, please register [now](#)

Small group discussions: developing mutually beneficial partnerships with Aboriginal and Torres Strait Islander stakeholders

- Participants found that the following strategies have been effective in developing partnerships with Aboriginal and Torres Strait Islander stakeholders:
 - Empowering Aboriginal and Torres Strait Islander peoples to guide the direction of work
 - Ensuring organisations reflect deeply on the *unique* value they can bring to the partnership to ensure it is mutually beneficial
 - Allocating appropriate time to the partnership. This was raised by many participants as one of the most important elements in building effective partnerships (and a key learning for many)
 - Supporting the executive team to incorporate culture into their work
 - Utilising the experiences of Elders and community leaders to guide work. Partnerships must build a solid base for current and next generations
 - Approaching partnerships through a co-design process. Working with communities, Elders and youth from the start
 - Defining the intent and interests from both parties early on

- Participants faced the following challenges in developing partnerships with Aboriginal and Torres Strait Islander stakeholders:
 - Systems and processes were regularly noted as a challenge. While good will and commitment is there, organisations may not have the effective systems and processes to ensure success
 - Non-Indigenous employees and organisations often are not aware/do not acknowledge the power imbalances that exist. Organisations must proactively address this
 - While participants understood the concept of moving from transactional to transformative partnerships, many reflected on the difficulty of doing so in practice

- Participants reflected on the following learnings from their own partnership experiences:
 - Generally, non-Indigenous organisations do not allocate an appropriate amount of time for effective partnerships to be developed. Organisations need to value time to sit, listen and understand the dynamics (especially power dynamics) of the relationship first
 - It can be increasingly difficult for Aboriginal and Torres Strait Islander employees to bring non-Indigenous employees into these partnerships as there can be a misalignment between concepts of partnership
 - Organisations need to deeply consider whether local or national partnerships will be transformational
 - One size does not fit all when it comes to partnership arrangements. Organisations must actively determine the time, resources, geography and what works best for each specific community. Local knowledge must drive this.
 - The importance of building trust and relationships first to create meaningful outcomes over the long-term
 - Establishing guiding principles early in the relationship is important
 - Ethics and compliance considerations are critical

For further information, please email RAPtraining@reconciliation.org.au